

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE OF THE COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA, AMENDING SECTION 13.0617h ~~OF THE SAN BERNARDINO COUNTY CODE RELATING TO ARMC REGISTERED NURSE - PER DIEM~~ AND ADDING SECTION 13.0617I TO CHAPTER 6 OF DIVISION 3 OF TITLE 1 OF THE SAN BERNARDINO COUNTY CODE RELATING TO PER DIEM NURSING POSITIONS.

\_\_\_\_ The Board of Supervisors of the County of San Bernardino, State of California, ordains as follows:

SECTION 1. Section 13.0617h of the San Bernardino County Code is amended, to read:

**13.0617h Per Diem Nursing Compensation.**

(a) WAGES.

(1) Registered Nurse - Per Diem

(A) Effective May 17, 2003, the following classes shall be established: Interim Permit Nurse – Per Diem, Registered Nurse I – Per Diem, Registered Nurse II – Per Diem, ARMC Float Pool Nurse – Per Diem, and ARMC Relief Nurse Supervisor. Employees who are authorized to work as an Interim Permit Nurse shall start at the Interim Permit Nurse level and will be promoted to Registered Nurse I upon receiving their licensure with the State of California Board of Registered Nursing. Employees with less than one year (2080 hrs) of experience as a Registered Nurse shall start at the Registered Nurse I - Per Diem level. After obtaining one year (2080 hrs.) of experience as a Registered Nurse, the employee shall advance to the Registered Nurse II - Per Diem level. Advancement to the II level shall be effective the pay period after obtaining one year (2080 hrs.) of experience. All employees who have one year or more of experience as a Registered Nurse shall be hired at the Registered Nurse II - Per Diem level.

ARMC Float Pool Nurse - Per Diem will be assigned to the Float Pool and will

be routinely assigned to different units at ARMC on an as needed basis. To be eligible to be considered for ARMC Float Pool Nurse - Per Diem, the Registered Nurse must be competent, qualified, and have the required certifications to work in a minimum of ten (10) of the following distinct hospital units: MICU, SICU, NICU, PACU, Burn, Medical/Surgical, Telemetry, Pediatrics, Newborn/Nursery, Post Partum, Labor and Delivery, Orthopedics, Geriatrics, Oncology, Detention, Renal, Medical Imaging, Rapid Admissions, Trauma, Operating Room, Emergency, Behavioral Health Adult, Behavioral Health Children and Behavioral Health Triage. An employee cannot be hired by ARMC as a Registered Nurse II - Per Diem and a Float Pool Nurse Per Diem concurrently. If a per diem nurse at ARMC is no longer working out of the Float Pool and routinely changing units, the employee shall be assigned to the class of Registered Nurse Per Diem II.

An ARMC Relief Nurse Supervisor shall possess three years of full-time experience as a Registered Nurse, of which two years must have been as a full scope supervisor over Registered Nurses.

Hourly salary rates for these classes will be as follows:

	Effective 5-17-03	Effective 7-10-04
Interim Permit Nurse	\$ 27.24	\$ 28.06
RN I Per Diem	31.23	32.17
RN II Per Diem	34.13	35.15
Float Pool Per Diem	36.68	37.78
Relief Nurse Supervisor	40.45	41.66

(b) WORKING CONDITIONS.

The following working conditions shall be applicable to all employees covered by this section.

(1) Holidays. Employees covered by this section shall be paid twice the base hourly rate for hours worked on the following holidays:

1	<u>January 1<sup>st</sup></u>	<u>Thanksgiving Day</u>
2	<u>Last Monday in May</u>	<u>Day after Thanksgiving</u>
3	<u>July 4<sup>th</sup></u>	<u>December 24<sup>th</sup></u>
4	<u>First Monday in September</u>	<u>December 25<sup>th</sup></u>
5	<u>November 11<sup>th</sup></u>	<u>December 31<sup>st</sup></u>

6 Holiday hours for the purpose of these holidays will begin with the night shift the day  
7 before the holiday and end with the evening shift of the day of the holiday.

8 Time worked on these holidays shall be considered as hours worked for purposes  
9 of computing overtime.

10 (2) Effective May 17, 2003, employees shall be paid at one and one-half  
11 (1-1/2) times their regular rate of pay for hours worked over forty (40) hours per work  
12 week or for more than 12 hours per day. Work week shall be defined as 12:01 a.m.  
13 each Saturday and end at 12:00.m. the following Friday.

14 (3) Differentials. Employees covered by this section except ARMC  
15 Relief Nurse Supervisor shall be eligible for the same differentials as registered nurses in  
16 the Professional Unit assigned to the department where the per diem nurse is hired.  
17 ARMC Relief Nurse Supervisor shall be eligible for the same differentials as the class of  
18 Nurse Supervisor in the Supervisory Unit.

19 (4) Return to Work Compensation. Employees covered by this section  
20 shall receive the same Return to Work Compensation as employees in the Professional  
21 Unit.

22 (5) PST Deferred Compensation Plan. Employees covered by this  
23 section shall participate in County's PST Deferred Compensation Plan in lieu of  
24 participation in any other retirement plan, program or benefit. The employee shall  
25 contribute five percent (5%) of employee's biweekly gross earnings, and the County shall  
26 contribute 2.5% of employee's biweekly gross earnings. The employee's contributions to  
27 PST Deferred Compensation shall be automatically deducted from the employee's  
28 earnings. Maximum total contributions shall be 7.5% of the employee's maximum

covered wages for Social Security purposes. Employees shall enroll in the Plan on forms provided by the Personnel Division Chief, Employee Benefits and Services.

(6) Deferred Compensation. Employees covered by this section may participate in the Section 457(b) Deferred Compensation program administered by County, to the maximum extent provided by law.

(7) Unclassified Service. Employees covered by this section are in the Unclassified Service.

SECTION 2. Section 13.06171 is added to Chapter 6 of Division 3 of Title 1 of the San Bernardino County Code, to read:

**13.06171 Per Diem Licensed Vocational Nurse Compensation.**

(a) WAGES.

(1) Licensed Vocational Nurse - Per Diem

(A) Effective May 17, 2003, the class of Licensed Vocational Nurse – Per Diem shall be established. Employees must have a minimum of two (2) years of licensed vocational nursing experience in an acute care setting, a valid Licensed Vocational Nurse license issued by the State of California, a current Basic Life Support Certificate, and a State of California certificate in IV Therapy and blood withdrawal.

(B) Effective May 17, 2003, the hourly salary rates for Licensed Vocational Nurse – Per Diem shall be \$20.02. Effective July 10, 2004, the hourly salary rate shall be \$20.62.

(b) WORKING CONDITIONS.

The following working conditions shall be applicable to all employees covered by this section.

(1) Holidays. Employees covered by this section shall be paid twice the base hourly rate for hours worked on the following holidays:

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<u>January 1<sup>st</sup></u>	<u>Thanksgiving Day</u>
<u>Last Monday in May</u>	<u>Day after Thanksgiving</u>
<u>July 4<sup>th</sup></u>	<u>December 24<sup>th</sup></u>
<u>First Monday in September</u>	<u>December 25<sup>th</sup></u>
<u>November 11<sup>th</sup></u>	<u>December 31<sup>st</sup></u>

Holiday hours for the purpose of these holidays will begin with the night shift the day before the holiday and end with the evening shift of the day of the holiday.

Time worked on these holidays shall be considered as hours worked for purposes of computing overtime.

(2) Overtime. Employees covered by this section shall be paid at one and one-half (1-1/2) times their regular rate of pay for hours worked over forty (40) hours per work week or for more than 12 hours per day. Work week shall be defined as 12:01 a.m., each Saturday and end at 12:00 a.m. the following Friday.

(3) Differentials. Employees covered by this section shall be eligible for the same differentials as the class of Licensed Vocational Nurse II in the Technical and Inspection Unit.

(4) PST Deferred Compensation Plan. Employees covered by this section shall participate in County's PST Deferred Compensation Plan in lieu of participation in any other retirement plan, program or benefit. The employee shall contribute five percent (5%) of employee's biweekly gross earnings, and the County shall contribute 2.5% of employee's biweekly gross earnings. The employee's contributions to PST Deferred Compensation shall be automatically deducted from the employee's earnings. Maximum total contributions shall be 7.5% of the employee's maximum covered wages for Social Security purposes. Employees shall enroll in the Plan on forms provided by the Personnel Division Chief, Employee Benefits and Services.

(5) Deferred Compensation. Employees covered by this section may participate in the Section 457(b) Deferred Compensation program administered by

1 County, to the maximum extent provided by law.

2 (6) Unclassified Service. Employees covered by this section are in the  
3 Unclassified Service.

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6 SECTION 3. This ordinance shall take effect immediately upon adoption,  
7 pursuant to the provisions of Government Code section 25123.

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9  
10 DENNIS HANSBERGER, Chairman  
11 Board of Supervisors

12 SIGNED AND CERTIFIED THAT A COPY  
13 OF THIS DOCUMENT HAS BEEN DELIVERED  
14 TO THE CHAIRMAN OF THE BOARD

15 J. RENEE BASTIAN, Clerk of the Board of Supervisors

16 STATE OF CALIFORNIA )  
17 )ss.  
18 COUNTY OF SAN BERNARDINO )

19 I, J. RENEE BASTIAN, Clerk of the Board of Supervisors of the County of San  
20 Bernardino, State of California, hereby certify that at a regular meeting of the Board of  
21 Supervisors of said County and State, held on the \_\_\_\_\_ day of \_\_\_\_\_, 2003, at  
22 which meeting were present Supervisors:

23 and the Clerk, the foregoing ordinance was passed and adopted by the following vote, to  
24 wit:

25 AYES: SUPERVISORS:

26 NOES: SUPERVISORS:

27 ABSENT: SUPERVISORS:

28 IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal

of the Board of Supervisors this \_\_\_\_\_ day of \_\_\_\_\_, 2003.

J. RENEE BASTIAN, Clerk of the Board of  
Supervisors of the County of San Bernardino,  
State of California

Deputy

**13.0617h ARMC Per Diem Nursing Compensation:**

(a) WAGES:

(1) ARMC Registered Nurse Per Diem:

(A) Effective January 13, 2001, two levels of compensation are established. An ARMC Registered Nurse I - Per Diem shall be paid at the base hourly rate of twenty-five dollars (\$25.00) per hour. An ARMC Registered Nurse II - Per Diem shall be paid at the base hourly rate of twenty-nine dollars (\$29.00) per hour.

All employees with less than one year of experience as a Registered Nurse shall start at the ARMC Registered Nurse I - Per Diem level. After obtaining one year of experience as a Registered Nurse, the employee shall advance to the ARMC Registered Nurse II - Per Diem level. Advancement to the II level shall be effective the pay period after obtaining one year of experience. All employees who have one year or more of experience as a Registered Nurse shall be hired at the ARMC Registered Nurse II Per Diem level.

(B) Effective \_\_\_\_\_ two classes, consisting of six levels of compensation, shall be established as follows:

1. All employees with less than one year (2080 hours) of experience as a Registered Nurse shall start at the ARMC Registered Nurse I - Per Diem level. An ARMC Registered Nurse I - Per Diem shall be paid at the following base hourly rates:

Level A - twenty-nine dollars (\$29.00) per hour for working two shifts minimum per pay period, one of which must be a weekend shift, plus one major holiday per year;

1                   Level B — ~~thirty-one dollars (\$31.00)~~ per hour for working four shifts  
2 minimum per pay period, one of which must be a weekend shift, plus one major and one  
3 minor holiday per year;

4                   Level C — ~~thirty-three dollars (\$33.00)~~ per hour for working six shifts  
5 minimum per pay period, two of which must be a weekend shift, plus two major and two  
6 minor holidays per year.

7                   2. After obtaining one year (2080 hours) of experience as a Registered Nurse, the  
8 employee shall advance to the ARMC Registered Nurse II — Per Diem level.  
9 Advancement to the II level shall be effective the pay period after obtaining one year of  
10 experience. An ARMC Registered Nurse II — Per Diem shall be paid at the following  
11 base hourly rates:

12                   Level A — ~~thirty dollars (\$30.00)~~ per hour for working two shifts minimum  
13 per pay period, one of which must be a weekend shift, plus one major holiday per year;

14                   Level B — ~~thirty-two dollars (\$32.00)~~ per hour for working four shifts  
15 minimum per pay period, one of which must be a weekend shift, plus one major and one  
16 minor holiday per year;

17                   Level C — ~~thirty-four dollars (\$34.00)~~ per hour for working six shifts  
18 minimum per pay period, two of which must be a weekend shift, plus two major and two  
19 minor holidays per year.

20 \_\_\_\_\_ (2) ARMC Relief Nursing Supervisor. An ARMC Relief Nursing  
21 Supervisor shall possess three years of full-time experience as a Registered Nurse, of  
22 which two years must have been as a full scope supervisor over Registered Nurses.  
23 Effective \_\_\_\_\_ an ARMC Relief Nursing Supervisor shall be paid at the base hourly  
24 rate of thirty-five dollars (\$35.00) per hour.

25 \_\_\_\_\_ (3) ARMC In-House Registered Nurse - Per Diem Float Pool:

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27                   Effective \_\_\_\_\_ the level of compensation for an In-House Registered  
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~~Nurse - Per Diem Float Pool shall be established. An In-House Registered Nurse - Per Diem Float Pool will be paid at the base hourly rate of thirty-five dollars (\$35.00) per hour. To be eligible for the In-House Registered Nurse - Per Diem Float Pool the Registered Nurse must be competent and qualified in six of the following hospital units: MICU-2 South, 4 North, SICU-2 Center, NICU, Burn, 4 Center, 4 South, 5 Center, 5 South, 5 North, 4 North, 3 South, Pediatrics- 3 North, Newborn/Nursery, Obstetrics, Labor and Delivery and Emergency. Registered Nurses participating in the In-House Registered Nurse - Per Diem Float Pool must commit to working 4 shifts minimum per pay period, one of which must be a weekend shift, plus one major and one minor holiday per year.~~

~~(b) - WORKING CONDITIONS.~~

~~The following working conditions shall be applicable to all employees covered by this section:~~

~~----- (1) - Holidays. Employees covered by this section shall be paid twice the base hourly rate for hours worked on the following holidays:~~

~~Major Holidays~~

~~Minor Holidays~~

~~January 1<sup>st</sup>~~

~~Third Monday in January~~

~~Last Monday in May~~

~~Third Monday in February~~

~~July 4<sup>th</sup>~~

~~First Monday in September~~

~~Thanksgiving Day~~

~~Second Monday in October~~

~~December 24<sup>th</sup>~~

~~November 11<sup>th</sup>~~

~~December 25<sup>th</sup>~~

~~Day after Thanksgiving~~

~~----- December 31<sup>st</sup>~~

~~----- Holiday hours for the purpose of these holidays will begin with the night shift the day before the holiday and end with the evening shift of the day of the holiday.~~

~~----- Time worked on these holidays shall not be considered as hours worked for purposes of computing overtime.~~

~~----- (2) - Overtime. Where medical emergency requires employees covered~~

1 by this section to work in excess of their scheduled shift, the rate of pay shall be at one  
2 and one-half (1-1/2) times the base hourly rate for such excess hours above their  
3 scheduled shift. Employees shall be paid at time and one-half (1-1/2) rates for hours over  
4 forty (40) hours per work week. The work period for application of the preceding  
5 sentence shall begin at 7:00 a.m. each Saturday and end at 6:59 a.m. the following  
6 Saturday.

7 ~~\_\_\_\_\_ (3) Differentials. Employees covered by this section shall receive the~~  
8 ~~same Medical Support Shift Differential, Medical Support Weekend Differential, Nurses'~~  
9 ~~Unit Differential, Charge Nurse Assignment Differential and Mobile Intensive Care Nurse~~  
10 ~~Certification Differential as employees in the Professional Unit.~~

11 ~~\_\_\_\_\_ (4) Return to Work Compensation. Employees covered by this section~~  
12 ~~shall receive the same Return to Work Compensation as employees in the Professional~~  
13 ~~Unit.~~

14 ~~\_\_\_\_\_ (5) PST Deferred Compensation Plan. Employees covered by this~~  
15 ~~section shall participate in County's PST Deferred Compensation Plan in lieu of~~  
16 ~~participation in any other retirement plan, program or benefit. The employee shall~~  
17 ~~contribute five percent (5%) of employee's biweekly gross earnings, and the County shall~~  
18 ~~contribute 2.5% of employee's biweekly gross earnings. The employee's contributions to~~  
19 ~~PST Deferred Compensation shall be automatically deducted from the employee's~~  
20 ~~earnings. Maximum total contributions shall be 7.5% of the employee's maximum~~  
21 ~~covered wages for Social Security purposes. Employees shall enroll in the Plan on forms~~  
22 ~~provided by the Personnel Division Chief, Employee Benefits and Services.~~

23 ~~\_\_\_\_\_ (6) Deferred Compensation. Employees covered by this section may~~  
24 ~~participate in the Section 457(b) Deferred Compensation program administered by~~  
25 ~~County, to the maximum extent provided by law.~~

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27 ~~\_\_\_\_\_ (7) Unclassified Service. Employees covered by this section are in the~~  
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1 ~~Unclassified Service:~~

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3 ~~SECTION 2.~~ This ordinance shall take effect immediately upon adoption,  
4 pursuant to the provisions of Government Code section 25123.  
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6 \_\_\_\_\_  
7 ~~FRED AGUIAR, Chairman~~  
8 ~~Board of Supervisors~~  
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10 ~~SIGNED AND CERTIFIED THAT A COPY~~  
11 ~~OF THIS DOCUMENT HAS BEEN DELIVERED~~  
12 ~~TO THE CHAIRMAN OF THE BOARD~~

13 ~~J. RENEE BASTIAN, Clerk of the Board of Supervisors~~

14 \_\_\_\_\_  
15 ~~STATE OF CALIFORNIA \_\_\_\_\_)~~  
16 ~~\_\_\_\_\_ )ss:~~  
17 ~~COUNTY OF SAN BERNARDINO \_\_\_\_\_)~~

18 ~~I, J. RENEE BASTIAN, Clerk of the Board of Supervisors of the County of San~~  
19 ~~Bernardino, State of California, hereby certify that at a regular meeting of the Board of~~  
20 ~~Supervisors of said County and State, held on the \_\_\_\_\_ day of \_\_\_\_\_, 2002, at~~  
21 ~~which \_\_\_\_\_ meeting \_\_\_\_\_ were \_\_\_\_\_ present \_\_\_\_\_ Supervisors:~~

22 ~~and the Clerk, the foregoing ordinance was passed and adopted by the following vote, to~~  
23 ~~wit:~~

24 ~~AYES: SUPERVISORS:~~

25 ~~NOES: SUPERVISORS:~~

26 ~~ABSENT: SUPERVISORS:~~

27 ~~IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal~~  
28

1 of the Board of Supervisors this \_\_\_\_\_ day of \_\_\_\_\_, 2002.

2 RENE E BASTIAN, Clerk of the Board of  
3 Supervisors of the County of San Bernardino,  
4 State of California \_\_\_\_\_  
5 \_\_\_\_\_

6 Deputy

7 ~~COUNTY COUNSEL~~  
8 ~~APPROVED AS TO FORM~~

9 Date: \_\_\_\_\_

10 By: \_\_\_\_\_

11 ~~Deputy County Counsel~~ BOARD OF SUPERVISORS  
12 COUNTY OF SAN BERNARDINO

13 **SUMMARY OF PROPOSED ORDINANCE**

14 \_\_\_\_\_ Notice is hereby given that at 10:00 a.m. on Tuesday, \_\_\_\_\_, 2003, at  
15 its regularly scheduled meeting, the San Bernardino County Board of Supervisors will  
16 consider adoption of a proposed ordinance to amend and add section references that  
17 relate to Per Diem Nursing Positions.

18 **Ordinance Summary**

19 \_\_\_\_\_ The proposed ordinance will amend and add section references that relate to Per  
20 Diem Nursing Positions.

21 \_\_\_\_\_ A certified copy of the full text of this ordinance is posted for public review in the Office  
22 of the Clerk of the Board of Supervisors at 385 North Arrowhead Avenue, 2nd Floor, San  
23 Bernardino, California.

24 BOARD OF SUPERVISORS OF THE  
25 COUNTY OF SAN BERNARDINO

26 \_\_\_\_\_  
27 DENNIS HANSBERGER, Chairman  
28 Board of Supervisors

ATTEST:

J. RENEE BASTIAN  
Clerk of the Board of Supervisors

BOARD OF SUPERVISORS  
COUNTY OF SAN BERNARDINO

**SUMMARY OF ORDINANCE NO. \_\_\_\_\_**

\_\_\_\_ Notice is hereby given that at 10:00 a.m. on Tuesday, \_\_\_\_\_, 2003, at  
its regularly scheduled meeting, the San Bernardino County Board of Supervisors  
adopted an ordinance that amends and adds section references that relate to Per Diem  
Nursing Positions.

**Ordinance Summary**

\_\_\_\_ The ordinance amends and adds section references that relate to Per Diem  
Nursing Positions.

\_\_\_\_ A certified copy of the full text of this ordinance is posted for public review in the  
Office of the Clerk of the Board of Supervisors at 385 North Arrowhead Avenue, 2nd  
Floor, San Bernardino, California.

\_\_\_\_ Voting on the ordinance was as follows:

\_\_\_\_ AYES: \_\_\_\_\_ Supervisors:

\_\_\_\_ NOES: \_\_\_\_\_ Supervisors:

\_\_\_\_ ABSENT: \_\_\_\_\_ Supervisors:

BOARD OF SUPERVISORS OF THE

1 COUNTY OF SAN BERNARDINO

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3 DENNIS HANSBERGER, Chairman  
4 Board of Supervisors

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6 ATTEST:

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8 J. RENEE BASTIAN,  
9 Clerk of the Board of Supervisors

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